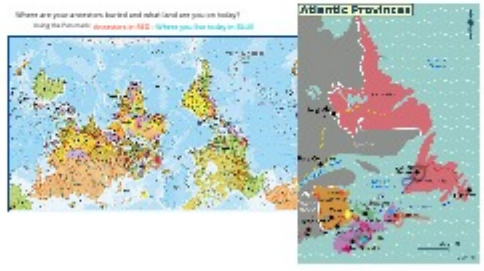
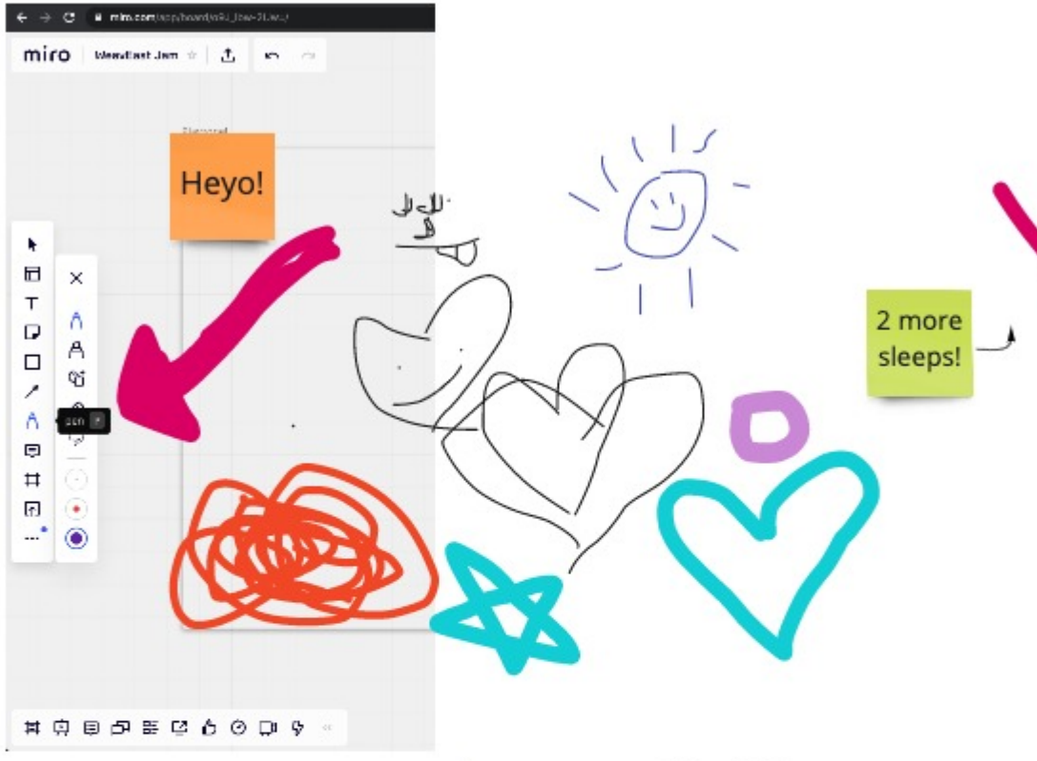
WeavEast Jam Dec 16 2020

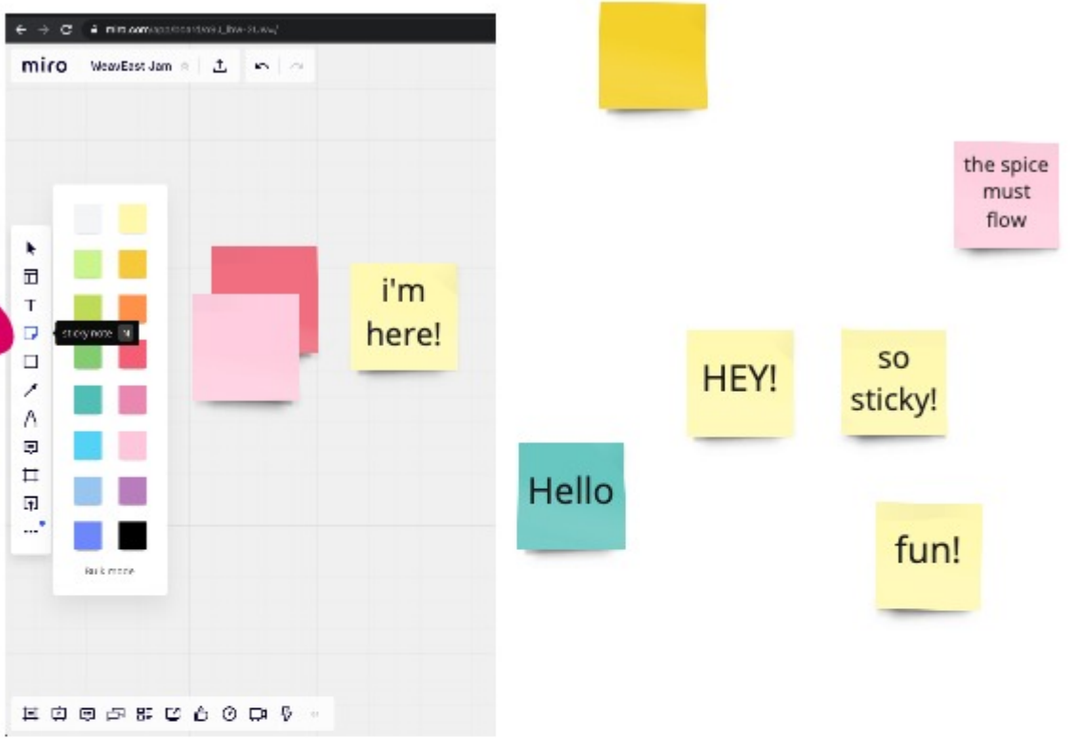
Hosted by the Wayside Wonders of Inspiring Communities: Tyler C, Olu O, Charlene B, Miranda C



Step 1: Click the Pen icon and draw something

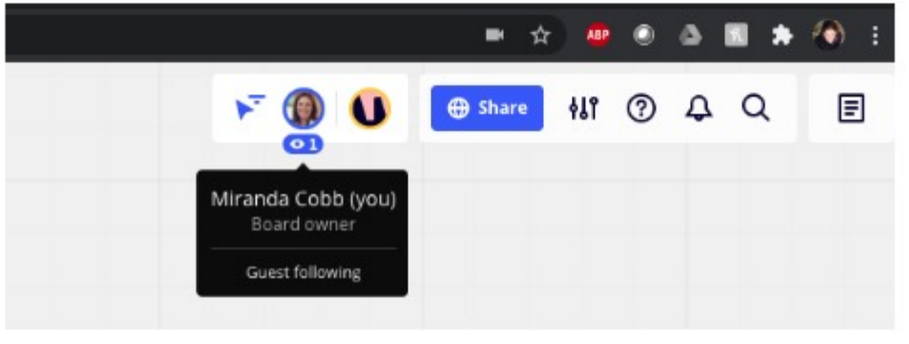


Step 2: Click the Sticky Note icon and add a note



Step 3: Try zooming in and out and exploring the board

Step 4: If you get lost, or want to see where we are in the session, click on the host's picture (Miranda Cobb) in the upper right



Where are your ancestors buried and what land are you on today?

Using the Pen mark: Ancestors in RED - Where you live today in BLUE

#WeavEast #TissEst

What is it?

- 'We are a collection of individuals and organizations committed to working together to create positive social change in Atlantic Canada.'
- McConnell 3 years: Jan 2019-Dec 2021
- An Atlantic network for changemakers, linked to Social Innovation Canada
- 'WeavEast is about coordinating conversations across the region to move important work to action more quickly.'

Year 1 2019

- Two in-person gatherings
- How We Thrive - Fellows program

Wicked Questions

Divergence ↔ Convergence
How do we play/maintain a divergent/groan zone space of innovation AND have moments of convergence for nourishment and sanity?

Inclusion ↔ Exclusion
How do we build the deep relationships needed for a thriving network AND call in diverse peoples to an intentionally inclusive network?

Centralized ↔ Distributed
How can we have a functioning initiative (e.g., administration support, budgeting, backbone staff) AND have emergence/power from the periphery?

Communicate

Lessons Learned

More communication
Fundamental aspect of networks, yet very challenging when trying to determine who is the network and what do they need?

Simplify brand identity(ies)
Succeeding with multiple brand identities requires a lot of resources, more clarity of initiatives and larger networks

Pivots

- Hired a Content Curator to increase external communications, including inviting changemakers to share stories
- Wayside branding under Inspiring Communities, WeavEast social on pause with FB Group ongoing
- Phased approach inviting WeavEast social followers to Wayside

Social Innovation Ecosystem for Atlantic Canada

This could include work in the following areas:

- Capacity building for collaborative leadership and systems change
- Network building to create stronger linkages between those in the field
- Promoting and demonstrating the value of the field
- Amplifying and scaling existing work
- Creating an enabling policy environment
- Enhancing access to resources

Collaboration, respect, and transparency. As we enter into our third year, how do we approach the paradox of sustainability?

Humans are the heart of a network

Lessons Learned

Burnout
innovators/changemakers very involved/over-committed folks very prone to burnout

Network weavers need to be resourced
Folks representing their community/province need time and resources to act as a weaver in their region

Pivots

- Support work that's already happening
- Involve network less in decisions/administration, and offer more backbone supports
- Honoraria for Wayside discussion forum hosts
- Second round of funds available in the new year

Divergence and convergence in innovation

Lessons Learned

Moments of convergence are needed
Even in emergent, innovative explorations, concrete action is needed for sanity and to re-ground and re-energize for the next phase.

Ensure there's something at the center
To call people towards.

Conveners not coordinators
More value in playing backbone roll for cross-atlantic collaboration.

Pivots

- Now channeling resources to the Wayside Online Community as an anchor for the network to play a role of convening.
- Bridging the cross atlantic topic-specific groups onto Wayside (e.g., food security, youth employment, social labs, anti-racism) - to be launched in 2021

WeavEast 2020

Highlights of the year

- WeavEast Strategy 2020
- Participatory Budgeting: 3 projects: photovoice, narrative, policy
- Convened atlantic-wide conversations/collaborations on shared areas of interest: food security, youth employment, social labs, anti-racism
- Backbone team transitions
- Pivot to Wayside Learning Community
- Piloted 2 courses on Wayside: Art of Collaboration & Hosts' Table
- WeavEast Jam - Dec 2020

Experiments with network leadership

Lessons Learned

Network Brand > or < Personal Brand
Challenge to build a network brand rather than a personality brand when the work is relationships.

Never lead alone in complexity
Multiple people and perspectives are needed, for rapid cycles of learning and adapting.

Leadership transitions need extra care
E.g., debriefing processes for outgoing and incoming team members

More time for collaborative process
To work through emergent challenges and opportunities

Pivots

- New team structure and composition
- More debriefing and onboarding, time and resources for transitions
- New team/project management systems, including regular huddles

Pandemic = online collaboration = Wayside

Lessons Learned

New need and demand for online convening
Relationships form and strengthen meeting face-to-face but collaboration moved to Zoom.

Pivots

- Wayside Online Community is the new focal point for WeavEast

#WeavEast
#TissEst

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What are your observations/reflections? What's coming up for you? What do you see?
Add one sticky per thought:

Networks - how to build them. ESPECIALLY during COVID

In other networks, nodes have been identified that connect others... what kinds of nodes exist in the changemaker network?

Hope: Local nodes. Network evolution?

I dont want another thing or need another thing - ie platform

Vision between Wayside - WE: There are a lot of other places to do online spaces. How can this actually make change?

Sooo many online networks these days, so little time for another online space

Need more info on the breadth of Wayside

Divergence /Convergence question resonated

Our breakout was mostly being excited to get to know each other.

the best thinking comes in the casual connections!! :)

How does this moment motivate and coalesce

online learning - an expert coming in vs. community-based learning - honouring that its not an expert coming in - what have we learned that we can share?

Love that community - based peer learning model for Wayside

Wayside as a community of practice?

"How do we replicate the casual learning from each other that we might normally do over coffee or dinner? Or drinks later? How do we as a network support each other with burnout as we do the work and convene?"

If we're trying to support folks across Atlantic-Canada - we need to get people access to the internet - DIGITAL EQUITY - how to we support the ppl that can't access Wayside!

Cross-atlantic issue: getting folks online - let's come together to advocate to government together for support

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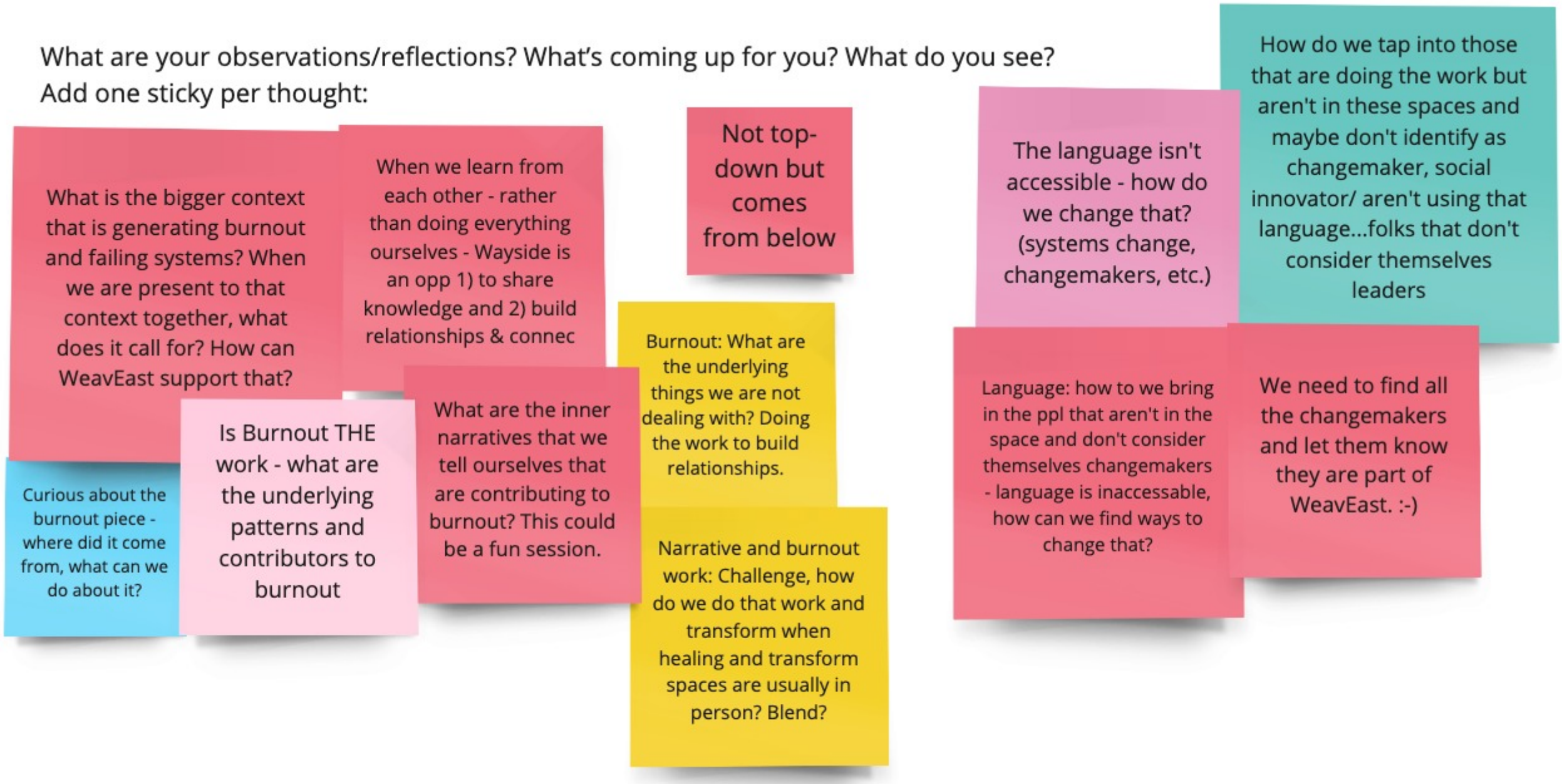
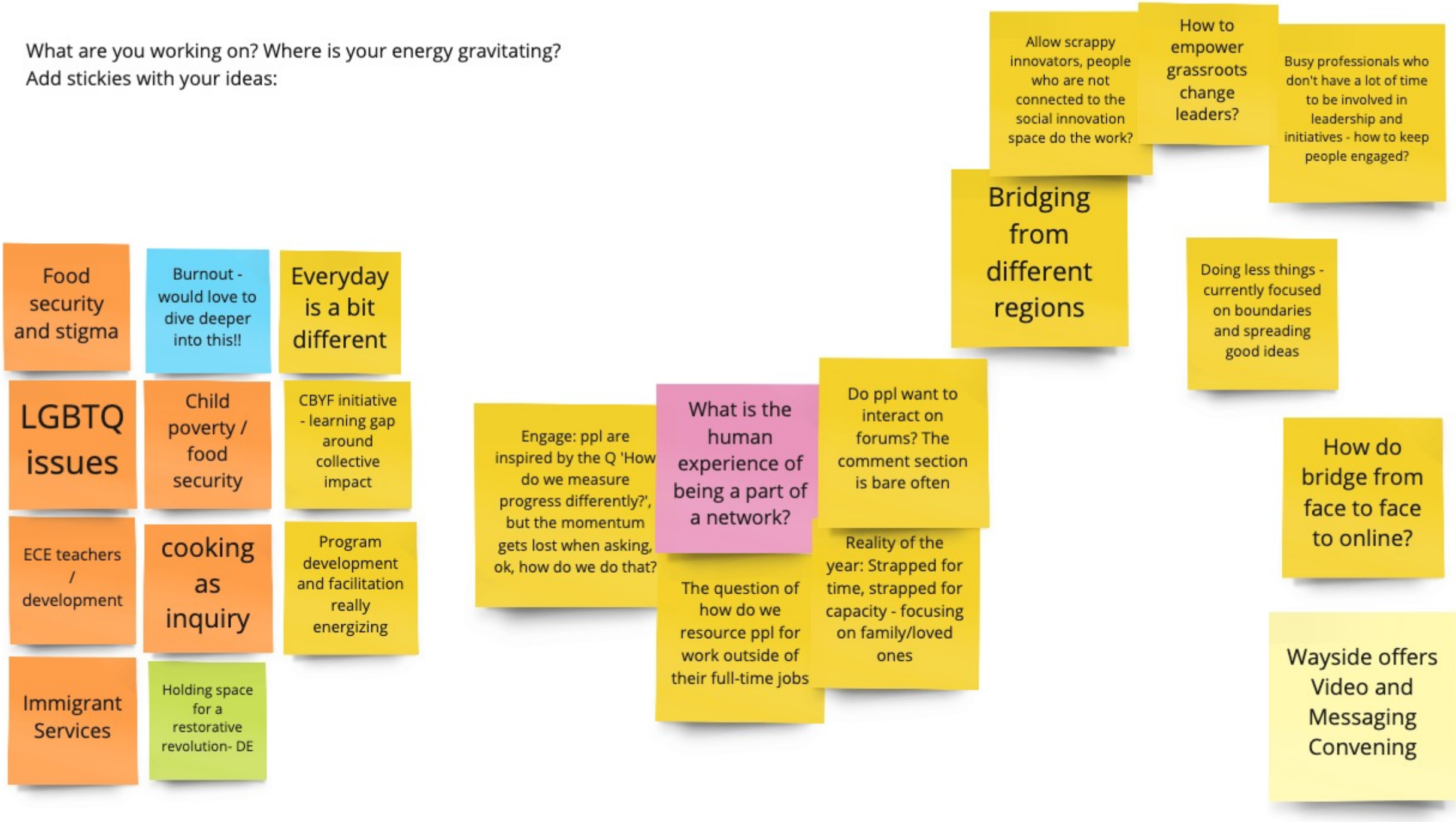


What are you working on? Where is your energy gravitating?
Add stickies with your ideas:



How can we, as changemakers, foster collaboration and weaving through Wayside?

- Consider: Sustainability in this work/burnout; equity, justice, and belonging in our work.

Add stickies with your ideas:

For example

figuring out sustainability of organizations. Funding, etc - how to move to a model that works -don't be dependent on one persons

Early Childhood educators: thinking about doing a Community of Practice with them - we're hearing from them that they crave a connection that they don't get in their day to day lives

Not drawn to another place where I have to comment and text

Very keen to connect to this group

How can online and in-person connect?

Connecting and networking for support

connecting folks who are overwhelmed in communities right now. Folks at family centres, food banks, etc. How are we creating space for them?

Open to see what comes next. Want to do more but not burn out. Called to do so much but how can they balance

Can we have a conversation about systemic changes to work on burnout...4 day work week, better pay in the sector, flexible working

Putting the pieces together holistically

"The opposite of online is on-land"

How can we, as changemakers, foster collaboration and weaving through Wayside?

- Consider: Sustainability in this work/burnout; equity, justice, and belonging in our work.

Add stickies with your ideas:

For example

Phone trees are still awesome Tammy! Call to do a check in and getting others to pay it forward with as close to a personal connection as possible. I spend a lot more time than usual on individual connections - it is time consuming but very important to sustain the relationships and do caretaking work in communities like this

Zoom tip for sanity: put it on speaker mode to help with the overwhelm. (so many faces to react to!)

Best practices for how to manage this online working - can you just help me out there

If you're tech frustrated with zoom, I often use whereby so that folks can just follow a link and join a room! Might be nice to have an informal weaveast room for coffee breaks :) https://whereby.com/

How can we meet and be together just for fun and laughs?

Desire to meet more, but without the expectation of showing up

We have a distanced walking check-in group (we sit in nature together), phone walking chats

Would love to hold space on Wayside / open Zoom for drop in casual chats weekly.

Testing different formats for connection online-cook-a-alongs, healthy habits accountability

Opportunities for casual spaces online: open space for chatting: I have a question about... I working on this and would love some feedback etc.

An opp.to do more foolish things!

Hi folks, I use https://rogueamoeba.com/loopback/buy.php to run audio through my Zoom sound input to route iTunes and Spotify in

What are you taking away from this meeting?

Wayside

wayside

Better undeerstanding of the Wayside Initatives and what people are hopiing to see from this platform

The wicked questions are really great

More connection opportunities of different shapes and sizes

Want to connect more often, more informally.

more small group chats

YESSSS!

(most) Everyone misses random coffee chats.

need to casual connecting, playful space, it's got to be fun and connective when we meet.

Reminders that there are many engaged and excited folks, who are also tired and needing to rest, who are still changemakers.

Would love to connect on who has time and who has money, and connect change makers struggling in this moment!

Returning back to the topic around burnout and supporting the individual

How to connect with WeavEast in the future

is connection a bigger part of the work, do we need to make way more space in it when we do this work, the magic happens when people fully trust and feeel comfortable playing

Opportunity to connect/reconnect with other change makers to bring some of the big questions I have been grappling with.

Not alone - so great to see folks here today

would love a training session on Miro and other online team building and communication tools

Eager to incorporate some of the Narrative Project learnings into our work. Kudos, folks

Questions around localization and scaling up initiatives

"opposite of online is on land"

Overall this session was... (click on the rating)

excellent! so glad I joined :)

The best part was (using pink):

We use miro as a team sometimes. it was fun to see how it would work in a meeting like this.

connecting and hearing

Seeing and talking to people

meeting new folks <3

Hearing others' perspectives, better understanding of what is important to those in the room

The worst part was (using green):

I had another call come in and got distracted

I just want to be in room with some of these olf friends - and new!

not having time to ask folks how they are doing and what they are learning/playing with

Breakout room time too short!!

Couldn't log into Eventbrite to get the zoom link - had to ask colleague for it

time constraints

Longer breakout room time.

I would suggest in the future (using blue)...

Connections more often

mindfulness space, space to quietly reflect before chatting in groups

Sending the zoom link by email and not having to log into Eventbrite

Anything else you wish to share? (using black)

blessings to all of you and the phenomenal work you do.

happy holidays!!

love you all

Thanks!!! Lots of gratitude for the IC/WeavEast/ Wayside crew

Beyond Talk and Text course for online faciliation: https://corriemelanson.ca/courses/